



Request for City Council Committee Action from the Department of Human Resources

Date: May 14, 2008

To: Executive Committee

Referral to: Ways and Means/Budget

Subject: 2008 Health Assessment Campaign Update

Recommendation: Receive and File

Supporting Information

The health assessment available through Medica is an important component of the City's health and wellness program. By identifying health risk factors and recommending specific actions to address those risks, the health assessment assists employees and their family members in improving their overall health and well being. Aggregate assessment results also inform the Wellness Committee as it establishes programming to address the most prevalent health risk factors.

Medica believes so strongly in the value of the health assessment that it offers incentives for member participation. These incentives are in the form of bonus gift cards for individual participants and the potential to reduce future premium rates based on overall participation. As a result of last year's campaign, 2008 medical premiums were reduced by .5% which equates to \$220,000. Based on the results of this year's campaign, premium reductions for 2009 will be at least .25% and may reach .5%. These premium reductions represent on-going cost avoidance that greatly exceeds the cost of one-time City contributions to the HRA/VEBA.

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Approved by: _____
Pam French, HR Director Steven Bosacker, City Coordinator

Presenters in Committee: Joyce Traver